

# Unit Objectives

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- Identify your psychological type and relate it to personal preferences.
- Describe factors and personal styles that have an impact on decision making.
- Distinguish between situations requiring individual decisions and those requiring group decisions.
- Identify the attributes of an effective decision maker.

# Psychological Type

- A personality pattern
- Two mental processes:
  - ✦ Taking in information: through the senses or by intuition
  - Organizing information: by thinking or feeling

Assesses preferences on four scales:

- Extroversion vs. introversion
- Sensing vs. intuition
- Thinking vs. feeling
- Judging vs. perceiving

# Type and Decision Making

- Sensing--favors stability
- Intuition--favors innovation
- Thinking--favors effectiveness
- Feeling--favors integrity

# Who Decides?

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- Individual
- Consultation
- Group
- Delegation

# “Groupthink”

- Group members' need to agree leads to a premature decision
- Three conditions that lead to groupthink:
  - Overestimating the group's power
  - A “we” vs. “they” attitude
  - Pressure toward uniformity

# Effective Decision Makers

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- Make decisions with competence and confidence.
- Most of their decisions work out right.

# Attributes of Good Decision Makers

- Knowledge
- Initiative
- Advice-seeking
- Selectivity
- Comprehensive  
ness
- Currency
- Flexibility
- Good judgment
- Calculated risk-taking
- Self-knowledge



# Unit Summary

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In Unit 3, we:

- Examined different styles of decision making
- Discussed four ways of making a decision based on who decides
- Examined attributes of effective decision makers

Next: Ethical Decision Making